

Concordia's BC3 Tuition Assistance Program

Frequently Asked Questions

Concordia's BC3 Tuition Assistance Program provides current and future employees of Concordia an opportunity to attend a Butler County Community College Nursing Program, student's choice of Nursing, RN, A.A.S. or Practical Nursing, Certificate, tuition-free with the added bonus of a secure career at Concordia Lutheran Ministries upon graduation.

Concordia Lutheran Ministries is no longer the small, single-site nursing home it used to be. We are one of the largest, most comprehensive, financially secure nonprofit senior care providers in the country. In western PA, we have 16 inpatient locations that serve thousands of people every day. Our continuum of care includes retirement living, personal care, assisted living, skilled nursing, outpatient rehab, adult day services, home care, hospice, medical and rehabilitation services, memory care, respite care and medical equipment. A vital component of our organization is Concordia Visiting Nurses, which, since 1998, has been providing high-quality skilled nursing and a variety of therapy services to people in their own homes.

Nurses at Concordia have autonomy, critical thinking skills and opportunity for advancement. They have the ability to provide multifaceted patient care while also building positive patient and healthcare provider relationships to promote quality care. Not to put it lightly, our nurses are our everyday superheroes, the very lifeblood of our organization who care for patients and residents with high standards and caring hearts. If you would like to graduate debt-free and join this group of strong, talented nurses, the Tuition Assistance Program is for you. And with locations and a home health care presence throughout southwestern PA, you have MANY geographic options.



Q: How does the Tuition Assistance Program work?

A: If you are currently in or planning on entering BC3's Nursing Program, you can apply for the Tuition Assistance Program through Concordia. If you're accepted, Concordia will pay the full cost of your tuition, and upon graduation you will have a job with Concordia waiting for you! In exchange, you will commit to working for Concordia for a minimum amount of time, which is determined by how long Concordia sponsors you and the nursing program you choose. Basically, the Program could be

the perfect "win-win" situation for you: you'll graduate debt-free with an exciting career in a dynamic field.

Q: What are the requirements to apply for the Tuition Assistance Program?

A: Any student entering their first year (or second year, if opting for the RN track) of BC3's Nursing Program can apply, so you must have met all BC3 criteria and been either accepted into one of the nursing programs or in good standing if a current nursing student. Any Concordia employee working on pre-requisites to get into a BC3 nursing program can also apply!

Q: How do I apply for the Tuition Assistance Program?

A: To apply or learn more, visit our website www.ConcordiaLM.org and search "BC3 nursing program", or scan the QR code on the next page. Even if you are already enrolled in your first or second year, you can still apply for the Tuition Assistance Program any time! Applications will be reviewed by Concordia staff in confidence, and applicants will be interviewed in person by a panel of Concordia staff members. Concordia cannot guarantee that all applicants will be approved for this Program, as the number of tuition assistance

slots available will vary on a year-to-year basis.

You will also be asked to sign and submit a commitment document along with your application. This states that you agree to work for Concordia, either at a Concordia facility-based location or through home and community service lines, at the completion of your BC3 Nursing Program.

Q: For how many years will I be committed to working for Concordia if I'm in the Tuition Assistance Program?

A: For those who are in our Tuition Assistance Program and complete the BC3 Practical Nursing program, you will be committed to working for Concordia for two years. For those who complete the RN program, if your tuition is sponsored by Concordia for one year, you will commit to working for Concordia for two years. If your tuition is sponsored by Concordia for two years, you will commit to working for Concordia for three years.

Q: If I'm accepted to the Tuition Assistance Program, will I have to do anything differently at BC3?

A: No, you will complete a BC3 Nursing Program as usual – with the ease of mind that you won't have to pay your tuition and will have a job upon graduation.

However, if you are looking to work while you're still a student, you will also have the option to work for Concordia in a casual capacity. We are always looking for compassionate food service workers, nurse aides, etc., and with our flexible scheduling, you can ensure your studies still come first.

Q: What if I'm accepted to the Tuition Assistance Program but can no longer fulfill my requirements as a student at BC3?

A: If a student in the Tuition Assistance Program does not complete a BC3 Nursing Program, all Tuition Assistance monies paid by Concordia on behalf of the student must be repaid in full by the student.

Q: How do I start my career with

Concordia after I graduate?

A: After you graduate from a BC3 Nursing Program, you will complete all required Concordia employment application documents and pre-employment screenings and testing (i.e. background check, physical, drug screening) prior to your employment at Concordia. You will also need to abide by all Concordia policies while employed with us.

Q: What if I don't receive my nursing certification right after I graduate?

A: If you haven't received your applicable certification, Concordia will likely temporarily place you in a graduate nursing position. However, you must receive your practice permit and take/pass the board exams within a certain amount of time upon graduation.

Q: Will I have employee benefits at Concordia when I work there?

A: Yes, students who complete the Tuition Assistance Program and work for Concordia after graduation will enjoy all of Concordia's employee benefits in accordance with the current benefits being offered at that time.

Q: What if I complete the Program and work at Concordia, but break my commitment and leave the company?

A: If you breach your commitment at any time, you will be required to repay Concordia in full for your tuition costs.

Q: What kind of nursing position will I have with Concordia, and where will I work?

A: Concordia has many locations across western Pennsylvania that offer inpatient care or residence, and Concordia Visiting Nurses serves 13 counties in western Pennsylvania – so we have a wide variety of nursing positions available. Concordia will work with graduates from the Tuition Assistance Program to place them in consideration of their preferences based on available positions at that

time; however, no location or service line can be guaranteed.

With Concordia's many opportunities come a variety of nursing careers and focuses. We have nurses who work with our patients and residents in skilled nursing, personal care and rehabilitation as well as nurses who focus on mental health, telehealth, wound care, quality assurance, palliative care, medical records or coding, compliance, private duty, field and inpatient hospice, intake, clinical staff communication, community education and many other fields. Working as a nurse at Concordia is an exciting and fulfilling career, and the options might surprise you.

Q: How can I learn more about Concordia and the Tuition Assistance Program?

A: If you have further questions about the program, you can email us at BC3NursingProgram@concordialm.org. In addition, more details of the Program will be included on the application and commitment documents.

Scan this code with your phone to visit the Tuition Assistance Program Application page on our website!

